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**Part 2– Faculty: Definition and Contracts**

**2-3-201 Faculty Definition and Contracts.**

The faculty shall include the President and all persons who hold BOT appointments with a rank of lecturer, instructor, senior lecturer, assistant professor, associate professor, or professor. It shall also include adjunct faculty. The faculty shall not include those exempt employees defined by 3-3-301, Faculty Status.

**2-3-201(1) Full-Time Faculty.**

Faculty members with 1.0 FTE assignment within the University for at least two semesters in a given fiscal year which consists of instruction, research, service, and/or librarian assignments. BOT-approved leaves will not affect full-time status for the provisions of this document.

**2-3-201(2) Part-Time Faculty.**

Any faculty member who is not a full-time faculty member.

**2-3-202 Faculty Contracts.**

There are four types of faculty contracts which are designated as: “adjunct”, “contract-renewable”, “tenure-track” and “tenure.” The basic, but not exclusive, distinctions between these contracts are as follows:

**2-3-202(1) Adjunct.**

An adjunct contract is typically made when there is an unexpected need for a faculty member’s services during a semester. Faculty in adjunct positions are not considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3- 701(1) Faculty Compensation Procedures]. Adjunct positions are not faculty budget line positions. Employment under an adjunct contract automatically terminates at the end of the contract period.

No ranks are available to adjunct faculty.

### **2-3-202(2) Contract-Renewable.**

A contract for a contract-renewable position is for a designated period not to exceed one year and automatically terminates upon the expiration of that period. Contract-renewable positions are used when there is an expectation of an on-going need for the services provided outside of a tenure-track appointment, or for Clinical Faculty, Visiting Faculty, Research Faculty, or Professionals-in-Residence [See 2-3-305 Academic Titles]. Individuals in contract-renewable positions, except Visiting Faculty, are eligible for consideration for promotion to the next higher rank if they meet the minimum requirements for that rank [See 2-3-302 Rank Requirements]. Contract-renewable positions may be converted to tenure-track positions according to 3-3-201(1) Contract-renewable Faculty. Re-employment of an employee after termination of a contract-renewable contract is solely within the discretion of the University. However, faculty in contract-renewable positions are considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures]. Contract-renewable positions are faculty budget line positions. [See also 3-3-201 Faculty Contracts].

Contract-renewable faculty will have one of the following ranks: Lecturer, Instructor, Senior Lecturer, Assistant Professor, Associate Professor, and Professor [See 2-3-301 Academic Ranks and 2-3-901(4) Promotion of Instructors].

### **2-3-202(3) Tenure-Track.**

A tenure-track contract is for a designated period not to exceed one academic year and automatically terminates upon the expiration of that period. Employment under a tenure-track contract entitles an employee written notice in accordance with the following schedule if the University's Chief Academic Officer determines not to rehire the employee during the subsequent academic year:

- (a) Not later than three (3) months prior to the end of the first academic year of employment under a tenure-track contract if the contract expires at the end of that academic year or at least three (3) months in advance of its termination date if the contract is for a period less than a full academic year or expires other than at the end of that academic year. Tenure-track faculty

hired with credit for any number of years toward tenure will, in their first year at UNC, be treated the same as new tenure-track faculty members in their first contract year.

- (b) Not later than six (6) months prior to the end of the academic year of employment under a tenure-track contract if the contract expires at the end of that academic year or at least six months in advance of its termination date if the second year contract is for a period less than a full academic year or expires other than at the end of that academic year.
- (c) Prior to the commencement date of the final contract after two (2) or more years of service under tenure-track employment which in no event shall be less than 240 calendar days.

If the University's Chief Academic Officer fails to provide sufficient notice as prescribed, the faculty member shall be entitled to receive extended employment for thirty (30) days or, at the discretion of the University, the faculty member may be given severance pay in an amount equivalent to the salary the faculty member would have been entitled to receive.

If the notice is deficient by over thirty (30) days but less than sixty (60) days, the faculty member shall be entitled to extended employment for a time period by which the notice is deficient or, at the discretion of the University, the faculty member may be given severance pay in an amount equivalent to the salary the faculty member would have been entitled to receive.

The salary or severance pay shall be the amount equivalent to the salary the faculty member would have been entitled to based upon the academic year base salary and academic year FTE assignment of the faculty member during the contract period when notice is given.

This provision shall not apply if the notice deficiency exceeds sixty (60) days and, in such case, the faculty member shall be re-employed for the next succeeding academic year with an FTE assignment and salary not less than the FTE assignment and salary of the preceding academic year.

Faculty in tenure-track positions are considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

Ranks available to tenure-track faculty are: Assistant Professor, Associate Professor, and Professor.

### **2-3-202(4) Tenure.**

A tenure contract is for an academic year and gives the faculty member the contractual right to be employed for succeeding academic years until the faculty member resigns, retires, is discharged for cause, or is terminated pursuant to a Reduction in Force in accordance with policies approved by the BOT, or becomes permanently disabled or dies. This contract is subject to the terms and conditions of employment which exist from academic year to academic year but such terms shall not be inconsistent with this policy nor shall a faculty member be reduced in rank except for just cause or pursuant to a Reduction in Force in accordance with policies approved by the BOT.

For purposes of this policy, academic year means that period of time encompassed by fall and spring semesters unless otherwise specifically defined in an individual employment contract.

Faculty in tenure positions are considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

Ranks available to tenured faculty are: Assistant Professor, Associate Professor, and Professor.

## **Policy History**

### **2-3-201 FACULTY DEFINITION AND CONTRACTS.**

Section 2-3-201 amended (Nov 2012)

Section 2-3-201 amended (Nov 2011)

Subsection 2-3-201(1) Full-Time Faculty amended (Nov 2011)

### **2-3-202 FACULTY CONTRACTS.**

Subsection 2-3-202(2) Contract-Renewable amended (Nov 2012)

Section 2-3-202 Faculty Contracts amended (Jun 2012)

Subsection 2-3-202(2) Contract-Renewable unnumbered paragraph two amended. (Jun 2012)

Subsection 2-3-202(3) Tenure Track amended and unnumbered paragraph one (Jun 2012)

Subsection 2-3-202(4) Tenure amended (Jun 2012)

Section 2-3-202 Faculty Contracts amended (Nov 2011)

Subsection 2-3-202(1) Term deleted and replaced (Nov 2011)  
Subsection 2-3-202(1) Adjunct added (Nov 2011)  
Subsection 2-3-202(2) Contract Renewable added (Nov 2011)  
Subsection 2-3-202(3) Tenure Track amended (Nov 2011)  
Subsection 2-3-202(4) Tenure Track amended (Nov 2011)  
Subsection 2-3-202(2)(a)(b) Tenure Track amended (Dec 2010)